

|   |         |         |         |         |         |
|---|---------|---------|---------|---------|---------|
| Department of the Interior                            |         |         |         |         |         |
| BUREAU: MINERALS MANAGEMENT SERVICE                   |         |         |         |         |         |
| * Equal Opportunity Data Required to be Posted by the |         |         |         |         |         |
| NO FEAR ACT   |         |         |         |         |         |
| P.L. 107-174  |         |         |         |         |         |
| Reporting Period: FY 2001-2005                        |         |         |         |         |         |
| Point of Contact: Patricia Callis                     |         |         |         |         |         |
| Formal Complaints                                     | FY 2001 | FY 2002 | FY 2003 | FY 2004 | FY 2005 |
| # of complaints filed                                 | 14      | 17      | 10      | 23      | 8       |
| # of individual filers                                | 13      | 16      | 7       | 19      | 7       |
| # of repeat filers                                    | 1       | 1       | 1       | 3       | 1       |
| # of Complaints by Basis of Discrimination            | FY 2001 | FY 2002 | FY 2003 | FY 2004 | FY 2005 |
| Race  | 6       | 9       | 2       | 12      | 3       |
| Color   | 0       | 2       | 1       | 7       | 0       |
| National Origin                                       | 3       | 2       | 2       | 4       | 1       |
| Sex   | 3       | 10      | 3       | 10      | 4       |
| Religion  | 12      | 1       | 2       | 2       | 0       |
| Disability  | 5       | 1       | 1       | 7       | 0       |
| Age   | 2       | 6       | 4       | 14      | 2       |
| Reprisal  | 4       | 8       | 3       | 11      | 3       |
| Non-EEO   | 0       | 0       | 0       | 0       | 0       |

| # of Complaints by Issues of Alleged Discrimination | FY 2001 | FY 2002 | FY 2003 | FY 2004 | FY 2005 |
|---|---------|---------|---------|---------|---------|
| Appointment/Hire                                    | 0       | 0       | 0       | 0       | 0       |
| Assignment of Duties                                | 0       | 1       | 0       | 3       | 0       |
| Awards  | 1       | 2       | 1       | 1       | 0       |
| Conversion to Full-Time                             | 0       | 0       | 0       | 0       | 0       |
| Disciplinary Action                                 |         |         |         | 0       | 0       |
| Demotion  | 0       | 0       | 0       | 0       | 0       |
| Reprimand   | 0       | 0       | 0       | 0       | 0       |
| Suspension  | 1       | 0       | 0       | 0       | 1       |
| Removal   | 0       | 0       | 0       | 0       | 0       |
| Other: Placed on Administrative Leave               | 0       | 0       | 0       | 0       | 0       |
| Duty Hours  | 0       | 0       | 0       | 0       | 0       |
| Evaluation/Appraisal                                | 0       | 0       | 0       | 1       | 0       |
| Examination/Test                                    | 0       | 0       | 0       |         | 0       |
| Harassment  |         |         |         |         | 0       |
| a. Non-sexual                                       | 0       | 0       | 3       | 7       | 1       |
| b. Sexual   | 0       | 0       | 0       | 0       | 0       |
| Medical Examination                                 | 0       | 0       | 0       | 0       | 0       |
| Pay Including Overtime                              | 0       | 2       | 0       | 0       | 0       |
| Promotion/Non-Selection                             | 8       | 6       | 3       | 10      | 2       |
| Reassignment  |         |         |         |         | 0       |
| a. Denied   | 0       | 5       | 0       | 1       | 0       |
| b. Directed   | 0       | 1       | 0       | 0       | 0       |
| Reasonable Accommodation                            | 0       | 0       | 0       | 2       | 0       |
| Reinstatement                                       | 0       | 0       | 0       | 0       | 0       |
| Retirement  | 0       | 1       | 1       | 0       | 0       |
| Termination   | 0       | 1       | 0       | 1       | 0       |
| Terms/Condition of Employment                       | 0       | 0       | 0       | 0       | 0       |
| Time & Attendance                                   | 0       | 0       | 2       | 2       | 0       |
| Training  | 0       | 1       | 0       | 2       | 3       |
| Other: Constructive Discharge                       | 4       | 7       | 2       | 1       | 1       |
| * Based on best available data                      |         |         |         |         |         |
| Average Processing Time of Pending Complaints -     | FY 2001 | FY 2002 | FY 2003 | FY 2004 | FY 2005 |

|  |
|--|
| 1. All complaints pending during fiscal year |
|--|

|                     | #  | APT | #  | APT  | #  | APT | #  | APT | #  | APT |
|---------------------|----|-----|----|------|----|-----|----|-----|----|-----|
| Investigation       | 23 | 183 | 18 | 117  | 13 | 171 | 12 | 215 | 26 | 218 |
| Final Agency Action | 7  | 323 | 13 | 1475 | 14 | 808 | 5  | 91  | 14 | 72  |

## 2. Complaints in which a hearing is not requested

|                     |   |     |   |     |   |    |   |     |   |     |
|---------------------|---|-----|---|-----|---|----|---|-----|---|-----|
| Investigation       | 3 | 205 | 0 | 0   | 0 | 0  | 1 | 168 | 8 | 168 |
| Final Agency Action | 6 | 87  | 4 | 155 | 7 | 55 | 5 | 91  | 8 | 96  |

### 3. Complaints in which a hearing is requested

|                     |   |   |   |     |   |    |   |     |   |     |
|---------------------|---|---|---|-----|---|----|---|-----|---|-----|
| Investigation       | 0 | 0 | 1 | 204 | 0 | 0  | 4 | 226 | 6 | 337 |
| Final Agency Action | 0 | 0 | 8 | 22  | 4 | 18 | 1 | 27  | 6 | 41  |

|                           | FY 2001 |     | FY 2002 |     | FY 2003 |     | FY 2004 |     | FY 2005 |     |
|---------------------------|---------|-----|---------|-----|---------|-----|---------|-----|---------|-----|
| # OF COMPLAINTS DISMISSED | #       | APT | #       | APT | #       | APT | #       | APT | #       | APT |
|                           | 0       | 0   | 2       | 502 | 3       | 76  | 1       | 66  | 4       | 48  |

- Pending EEO Counseling and average processing time for counseling activity has not been historically tracked in this manner during FY 1999 - 2003.
- APT calculated using total processing days.

| Number of Complaints Filed Prior to Fiscal Year | FY 2001 | FY 2002 | FY 2003 | FY 2004 | FY 2005 |
|---|---------|---------|---------|---------|---------|
|---|---------|---------|---------|---------|---------|

|   |    |    |    |    |    |
|---|----|----|----|----|----|
| Pending Complaints Filed Before Fiscal Year | 30 | 32 | 26 | 14 | 26 |
| Number of Individuals                       | 24 | 23 | 24 | 13 | 21 |
| Number in Investigations                    | 7  | 7  | 11 | 0  | 0  |
| Number in FAD                               | 1  | 1  | 1  | 7  | 13 |

| Complaints Pending in Current Fiscal Year | TOTAL |
|---|-------|
|---|-------|

|   |                |                 |                |                 |                |                 |                |                 |                |                 |
|---|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|----------------|-----------------|
| Number of Investigations over 180 days                      | 12             | 2               | 2              | 0               | 11             |                 |                |                 |                |                 |
|   |                |                 |                |                 |                |                 |                |                 |                |                 |
| <b>FINAL AGENCY ACTIONS WITH FINDINGS OF DISCRIMINATION</b> |                |                 |                |                 |                |                 |                |                 |                |                 |
|   | with a hearing | without hearing | with a hearing | without hearing | with a hearing | without hearing | with a hearing | without hearing | with a hearing | without hearing |
|   | FY 2001        | FY 2001         | FY 2002        | FY 2002         | FY 2003        | FY 2003         | FY 2004        | FY 2004         | FY 2005        | FY 2005         |
| <b>TOTAL</b>  |                |                 |                |                 |                |                 |                |                 |                |                 |
| <b>BASES</b>  |                |                 |                |                 |                |                 |                |                 |                |                 |
|   |                |                 |                |                 |                |                 |                |                 |                |                 |
| Race  |                |                 |                |                 |                |                 |                |                 |                |                 |
| Color   |                |                 |                |                 |                |                 |                |                 |                |                 |
| National Origin   |                |                 |                |                 |                |                 |                |                 |                |                 |
| Sex   | #: 3<br>%: 100 |                 |                |                 |                |                 |                |                 |                |                 |
| Religion  |                |                 |                |                 |                |                 |                |                 |                |                 |
| Disability  |                |                 |                |                 |                |                 |                |                 |                |                 |
| Age   |                |                 |                |                 |                |                 |                |                 |                |                 |
| Reprisal  |                |                 |                |                 |                |                 |                |                 |                |                 |
| Non-EEO   |                |                 |                |                 |                |                 |                |                 |                |                 |
| <b>ISSUES</b>   |                |                 |                |                 |                |                 |                |                 |                |                 |
|   |                |                 |                |                 |                |                 |                |                 |                |                 |
| Appointment/Hire  |                |                 |                |                 |                |                 |                |                 |                |                 |
| Assignments of Duties                                       |                |                 |                |                 |                |                 |                |                 |                |                 |
| Awards  |                |                 |                |                 |                |                 |                |                 |                |                 |
| Conversion to Full Time                                     |                |                 |                |                 |                |                 |                |                 |                |                 |
| Disciplinary Action   |                |                 |                |                 |                |                 |                |                 |                |                 |
| Demotion  |                |                 |                |                 |                |                 |                |                 |                |                 |
| Reprimand   |                |                 |                |                 |                |                 |                |                 |                |                 |
| Suspension  |                |                 |                |                 |                |                 |                |                 |                |                 |
| Removal   |                |                 |                |                 |                |                 |                |                 |                |                 |
| Duty Hours  |                |                 |                |                 |                |                 |                |                 |                |                 |
| Evaluation/Appraisal  |                |                 |                |                 |                |                 |                |                 |                |                 |
| Examination/Test  |                |                 |                |                 |                |                 |                |                 |                |                 |
| Harassment  |                |                 |                |                 |                |                 |                |                 |                |                 |
| a. Non-sexual   |                |                 |                |                 |                |                 |                |                 |                |                 |

|                               |                |
|-------------------------------|----------------|
| b. Sexual                     | #: 3<br>%: 100 |
| Medical Examination           |                |
| Pay Including Overtime        |                |
| Promotion/Non-Selection       |                |
| Reassignment                  |                |
| a. Denied                     |                |
| b. Directed                   |                |
| Reasonable Accommodation      |                |
| Reinstatement                 |                |
| Retirement                    |                |
| Termination                   |                |
| Terms/Condition of Employment |                |
| Time & Attendance             |                |
| Training                      |                |
| Other                         |                |
|                               |                |